

DRAFT AGENDA
2010 DoD Worldwide Human Resources Conference

Monday, July 12th

2:30pm - 5:00pm	General Registration	Reception Area
5:00pm - 6:30pm	Opening Plenary Session Opening <i>Sharon Stewart Acting Director, Civilian Personnel Management Service</i> Presentation of Colors <i>Massachusetts Army National Guard</i> <i>Color Guard</i> National Anthem <i>215th Army Band Quartet</i> Welcome <i>Marilee Fitzgerald, Acting Deputy Under Secretary of Defense for Civilian Personnel Policy</i> Introduction of Speaker <i>Sharon Stewart, Acting Director, Civilian Personnel Management Service</i> <u>Greater Than Yourself: The Ultimate Lesson In Leadership</u> A subject matter expert in business leadership and a frequent guest on news-talk shows around the country, Mr. Farber is a leadership coach and consultant. Mr. Farber's session focuses on three components: 1) Expand Yourself; 2) Give Yourself; and 3) Replicate Yourself. Mr. Farber shows that dedicating yourself to bringing others along so that they can achieve more than you is the ultimate way to boost talent, ramp productivity and create truly significant leaders. <i>Steve Farber, President of Extreme Leadership, Incorporated</i>	Prism Auditorium First Floor
6:30pm - 8:30pm	Networking Reception	Ballroom First Floor

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Tuesday, July 13th

7:00am - 8:30am	Breakfast	Ballroom First Floor
8:00am - 8:30am	Registration	Reception Area First Floor
8:30am - 9:30am	Plenary Session Civilian Personnel Policy Overview	Prism Auditorium First Floor
	<i>Marilee Fitzgerald, Acting Deputy Under Secretary of Defense for Civilian Personnel Policy</i>	
9:30am - 9:45am	Networking Break	
9:45am - 10:45am	Concurrent Breakout Sessions	

Alternate Dispute Resolution (ADR) Plus HR Equals a Formula For Success

Room J

This session highlights the critical role HR professionals play in the dispute resolution process. As advisors to employees and managers, HR professionals have a wealth of knowledge and information that can serve to influence positive outcomes to workplace conflict. Irrespective of the forum, HR professionals have an opportunity for excellence with every dispute that comes across their desks. Learn about ADR techniques and how the approach to conflict resolution has evolved over the years. From the Pony Express to the Lear Jet, you see ADR as a sure bet!

PRESENTER: **Christopher Brown**, Chief, Investigations and Resolutions Division, DoD, Civilian Personnel Management Service

Civilian Expeditionary Workforce-Rules of Engagement for HR

Practitioners (Foreign Area Pay, Allowances, Benefits) Room A

PRESENTER: TBA

Compensation in Transition

Meeting Room 4

This presentation looks at how compensation in the Federal sector and the Department is in transition. Changes in areas including the General Schedule, NSPS and the transition, the General Pay Retention, Non-foreign Area Retirement Equity Assurance Act, Pay Adjustments, Demonstration Projects, Title 38 Authorities under the OPM/DoD Delegation and Title 10 U.S.C. 1599c are discussed.

PRESENTER: **John J. Ehrbar**, Chief Classification and Pay Branch, Field Advisory Service, DoD, Civilian Personnel Management Service

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Competency Management using My BIZ, My Workplace and AutoRIF
Room D

The Defense Civilian Personnel Data System (DCPDS) has come a long way since its full deployment in 2002. We can rightfully claim to be a successful DoD enterprise system, but to remain successful requires constant and controlled improvement. As with most complex systems, it also "takes a village" to support, enhance and maintain DCPDS. Every step forward requires the cooperative and coordinated efforts of DoD policy, HR-BITS planning and documentation, Components and agency HR professionals' suggestions and advise, information assurance professionals' application of DoD regulations, system integrators' design and development and joint testing, marketing and implementation.

In response to 2010 National Defense Authorization Act (NDAA) CPMS, in coordination with the Office of the Secretary of Defense (OSD) Competencies Work Group, is developing an enterprise solution for competency tracking capabilities (capturing competencies, determining gaps, etc.) in the DCPDS. Be a part of the few who will see firsthand the enhancements being made in the system of record for over 800,000+ self-service (My Biz and MyWorkplace) users. Join us as we take a look at where we are today and discuss plans for the future enhancements!

PRESENTER: Cindy Beeson, Systems, Testing and Requirements (STARs), Human Resources Business Information Technology Solutions, Civilian Personnel Management Service

DoD Hiring Reform: Solutions for a Mission-Ready Workforce
Room B

The Department has been aggressively pursuing efforts to improve the speed and quality of hiring. This session outlines the activities taking place to improve the job seeker experience and to involve hiring managers in recruiting and selection activities that lead to quality candidates that service and support DoD's mission. For more information, please stop by our booth!

PRESENTER: Scott Wortman, Program Manager, Defense Enterprise Hiring Solution (DEHS), Human Resources Business Information Technology Solutions, Civilian Personnel Management Service

Employee Engagement - The Key to Improved Organizational Outcomes
Room N

This workshop provides an overview of the Department's Employee Engagement Initiative. Participants discuss the drivers of engagement, the impact on organizations and the specific actions that managers and supervisors can take to promote a highly engaged workforce.

PRESENTER: Taiwana Smith, Chief, Benefits and Entitlements Branch, Field Advisory Services, Civilian Personnel Management Service

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Foreign National Program Challenges and Opportunities

Room H

This presentation provides an overview of the current state of foreign national programs worldwide and includes a discussion on efforts to revise the DOD Instruction on the Employment of Foreign Nationals. Additionally, an overview of CPP's proposed internship program for international HR specialists in foreign national programs is provided. Special attention is paid to Office of Deputy Under Secretary of Defense (Civilian Personnel Policy) involvement in establishing a direct hire foreign national program in Afghanistan and negotiating a new labor cost sharing agreement with the Government of Japan.

RESENTER: **Ryan M. New** Director, Foreign National Program, Office of the Deputy Under Secretary of Defense (CPP)

Impact on Position Classification

Room L

This session discusses current changes in classification and addresses some classification issues resulting from the NSPS transition.

PRESENTER: **Janice Cooper**, Chief, Classification Appeals Section, Classification and Pay Branch, Field Advisory Services, DoD, Civilian Personnel Management Service

Labor Management and Employee Relations

Room M

This interactive session discusses significant labor management and employee relations issues impacting the Department for the foreseeable future. Highlighted in this presentation is a discussion of Executive Order 13522 that deals with the establishment of labor management forums and the use of pre-decisional involvement of unions on workplace matters in DoD and across the federal government.

PRESENTERS:

Debra Buford, Deputy Director for Labor Management and Employee Relations, Office of Deputy Under Secretary of Defense (Civilian Personnel Policy)

Tim Curry, Executive Director, Labor Management and Employee Relations, Office of Deputy Under Secretary of Defense (Civilian Personnel Policy)

Linking Workload, Resources, & Productivity: Opportunities Explored and Seized

Room K

This session addresses the Department of Navy, Office of Civilian Human Resources' efforts to establish linkages among resources, workload and productivity and to integrate them into a resource model.

PRESENTER: **Douglas Lundberg**, Director, Office of Civilian Human Resources, Department of the Navy

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On:boarding: "Did We have You At Hello?"

Meeting Room 3

Did you know that 85 percent of new hires decide whether to stay at a job within the 1st six months? Is your organization facing challenges in attracting and retaining top talent? Did you know that onboarding extends into the employee's first year of employment? Come talk to the experts to get the necessary tools for your onboarding tool box, including a demo of automated new employee orientation and organizational culture training tools. Find out how to begin your onboarding program to improve new employee engagement, satisfaction, retention and productivity. Talk to our panel and share best practices from an enterprise-wide perspective. Find out how you can "have them at hello!"

MODERATOR: Susan Hager, Panel Moderator, CPMS Policy and Strategy Support Cell, Functional Community Management Advisor

PANELISTS:

Alan J. Dean, Lead Action Officer NAVSEA People Team Initiative, Department of the Navy

Maggie Grace, Director of Force Development, HQ Air Force Materiel Command

Anna Miller, Assistant G1, Civilian Personnel Employment Policy, HQ, Department of the Army

Shawn Smith, Force Development Analyst, HQ Air Force Materiel Command

Performance Management: Results Driven Performance Planning from Theory to Reality

Room F

According to Corporate Leadership Council, "Clearly defining performance expectations can improve performance by 36 Percent." What does it really take to achieve this kind of improvement? If you are in the market for a performance management program, get first-hand information before you embark on discovery, design and implementation. Join leading-edge HR practitioners as they discuss their successes, failures and practical recommendations for:

- Using a performance-based system that drives line of sight performance goals to achieve overall organizational objectives.
- Developing competency models to drive behaviors important to your organization.
- Effectively communicating change to your workforce.
- Utilizing employee surveys to measure success.

PRESENTERS:

Leigh Roop, Vice President of Human Resources Policy, Labor and Compensation, Army and Air Force Exchange Service

Susan Simone, Vice President of Human Resources, Army and Air Force Exchange Service

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Priority Placement Program (PPP) Update

Meeting Room 1

In this session, Civilian Assistance/Reemployment Division (CARE) provides an update on its newest policy and automation initiatives to make the DoD Priority Placement Program (PPP) more efficient and effective. This session includes a live Automated Stopper and Referral System demonstration on plans to implement an automated simple matching process to eliminate unnecessary manual requisitions and an interactive world map that will facilitate counseling and registering employees in the PPP.

PRESENTERS:

Jeff Nelson, Chief, Civilian Assistance/Reemployment (CARE) Division, Civilian Personnel Management Service

Steve Wooley, Deputy Chief, CARE Division, Civilian Personnel Management Service

VTC PRESENTERS:

Jeff Cherry, Information Systems Division, Dayton, Ohio

Lane Coffee, Information System Division, Dayton, Ohio

Recognizing and Rewarding Performance - Where We Are - Where We Are Going

Room E

The Department's enterprise-wide performance management system and workforce incentive fund are in the early stages of development. During this interactive workshop, NSPS Transition Office leads, Ed Moe, and Janice Lander engage participants in a wide-ranging discussion to solicit ideas and recommendations for the new system.

PRESENTERS:

Janice Lander, NSPS Transition Office

Ed Moe, NSPS Transition Office

Stay Fit, Stay Smart, Stay Ready:
DoD Wellness Program Initiative

Meeting Room 2

Today's lifestyle does not allow much room for health. Environments that promote increased food intake, unhealthy foods and lack of physical activity have become characteristic of American society and are affecting our workforce and the bottom line. Well-constructed and well-run workforce health promotion and wellness programs can improve employee health, morale and productivity and reduce employer costs.

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This session provides information about the Department's multi-pronged initiative to improve employee wellness. The panelists share their expertise on the Return on Investment (ROI) achieved in implementing wellness programs; getting leadership buy-in; and best practices and tips for implementing comprehensive effective health promotion and wellness programs. Fitness, attitude, and outlook have a direct bearing on how well we can accomplish the mission -- and on how well we can live our lives!

MODERATOR: Pam Budda, Work-Life Policy Program Manager, Policy and Strategy Support Cell, Civilian Personnel Management Service

PANELIST:

Doug Gindling, Labor and Employee Relations Program Manager, Headquarters, Human Resources Directorate, Defense Finance and Accounting Service

Dr. Andrew Kim, LTC, US Army Medical Corps, Deputy Surgeon, Defense Threat Reduction Agency, Office of the Surgeon

Nellie Washington, MSHCA, MPH, Defense Information Systems Agency Wellness Program Coordinator

The Impact of the Human Resources Functions on the Labor-Management Relationship **Room G**

With the signing of Executive Order 13522, "Creating Labor-Management Forums to Improve Delivery of Government Services", it's more important than ever that human resources practitioners have a basic understanding of labor relations and the impact labor relations will have on their work. This session is for human resources specialists in staffing, classification, performance management or other HR functional specialties, who would like to gain a working knowledge of labor relations. Additionally, this session will provide participants with an in-depth understanding of the impact of the work they perform on the local labor-management relationship and the vital need for interaction and coordination with their labor relations specialist.

PRESENTERS:

Teresa Briley, Branch Chief, Labor and Employee Relations Division, Civilian Personnel Management Service

Darryl Roberts, Division Chief, Labor and employee Relations Division, Civilian Personnel Management Service

10:45am - 11:00am

Networking Break

11:00am - 12:00pm

**Plenary Session
The Way Forward**

**Prism Auditorium
First Floor**

Dr. Clifford L. Stanley, *Under Secretary of Defense (P&R)* (INVITED)

12:00pm - 1:30pm

Lunch

**Ballroom
First Floor**

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1:30pm - 2:30pm

Plenary Session

**Prism Auditorium
First Floor**

Global Challenges Facing the COCOMs: An EUCOM Perspective

Presenter: TBA

2:30pm - 2:45pm

Networking Break

2:45pm - 3:45pm

Concurrent Breakout Sessions

Air Force Transition Out of NSPS

Room B

This session provides the progress of the Air Force transition to date with discussion on component-unique factors.

PRESENTER: Colleen Bonar, National Security Personnel System Program Manager, Headquarters Air Force, Civilian Force Policy

An Overview of the Employer Support of the Guard and Reserve (ESGR)

Room K

"The Employer Support of the Guard and Reserve (ESGR) is a Department of Defense agency established in 1972 whose mission is to develop and promote employer support for Guard and Reserve Service by advocating relevant initiatives, recognizing outstanding support, increasing awareness of applicable laws and resolving conflict between employers and service members. The briefing offers an overview of the ESGR program, covers Uniformed Services Employment and Reemployment Rights Act (USERRA) rights and responsibilities and discusses ESGR's new Strategic Plan regarding new mission opportunities and the Federal Government as the "Model Employer".

PRESENTER:

Earl Bonett, "Massachusetts ESGR Ombudsman Director, National Operations and Plans Employer Support of the Guard and Reserve (ESGR)

Tom Bullock, Chief, Employer Outreach National Operations and Plans Employer Support of the Guard and Reserve (ESGR)

Ted Fessel, Director, National Operations and Plans Employer Support of the Guard and Reserve (ESGR)

Classification Update and Innovations in Applicant Assessment Practices

Room D

This session provides an update on position classification and applicant assessment practices. The Office of Personnel Management (OPM) discusses recently issued and upcoming classification standards and guidance. Also we talk about applicant assessment tools and an exciting initiative supporting the Federal Government's movement away from knowledge, skills and abilities narratives.

PRESENTER: Andrea Bright, Manager of Classification and Assessment Policy, Office of Personnel Management

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Defense Civilian Intelligence Personnel System, (DCIPS) INTERIM and the Independent Review Mandated by National Defense Authorization Act (NDAA) FY2010

Room J

The NDAA FY2010 suspended certain pay authorities of the Defense Civilian Intelligence Personnel System (DCIPS) through December 31, 2010, and mandated an independent review of DCIPS. This session includes a discussion of current efforts, the independent review of DCIPS, DCIPS INTERIM and plans for the future. This session is oriented towards participants from organizations that have or service DCIPS employees and participants with an interest in DCIPS.

PRESENTER: Elizabeth Hoag, DCIPS Program Manager, Human Capital Management Office, Office of the Under Secretary of Defense (Intelligence)

DoD Hiring Flexibilities

Room F

The 2010 National Defense Authorization Act Department provides the Department authority to develop hiring flexibilities to better meet the Department's mission. Paula Shipe, Director, Human Resources Systems, NSPS Transition office, provides details on the status of the Department's hiring flexibility initiative and other efforts toward personnel reform.

PRESENTER: Paula Shipe, Director, Human Resources Systems, NSPS Transition Office

DoD Human Resources Professional Career Framework (HRPCF)

Room L

Do you know where your career in human resources (HR) is going? Do you know how your current skills map to the new roles in DoD HR? Do you know the tools available in DoD to develop your HR career? This session helps answer these questions and includes a detailed review of the HRPCF website, the roles and competencies in HR, and the education opportunities to progress through your career. In addition, recent updates to the tool will be discussed. Come see the new course database available for career development and other enhancements to the tool.

PRESENTERS:

Janine Johnson, Senior Consultant, Center for Organizational Excellence

Johnny McLean, Chief, Field Advisory Services, DoD, Civilian Personnel Management Service

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DoD in the Forefront to Promote Opportunities for Veterans

Meeting Room 2

Announced in November 2009, President's Executive Order 13518 required the implementation of a government-wide Veterans Employment Initiative. The Department of Defense currently employs the highest number of Veterans in its civilian workforce. DoD has established a Veterans Employment Program Office and is showcasing a number of innovative programs and initiatives to meet the challenge to assist the men and women who have so honorably served our Nation. Join us to explore how we can successfully achieve the strategic goals and objectives essential to this vital Initiative.

MODERATOR: **Carin M. Otero**, Chief, CPMS Recruitment Assistance Division, Civilian Personnel Management Service

PANELIST:

David M. DuBois, DoD WWCTPO, Director of Operations, Wounded Warrior Care and Transition Policy Operation Warfighter Program

Karen S. Hannah, Branch Chief, Recruitment Assistance Division, DoD Hiring Heroes Program. Civilian Personnel Management Service

DoD In-sourcing Initiative

Room M

In April 2009, Secretary of Defense Robert Gates announced an initiative to reduce reliance on contracted services, rebalance the workforce and rebuild the Department's organic capabilities. This workshop reviews the progress made on in-sourcing contracted services across the Department and looks at the future of strategic Total Force management.

PRESENTER: **Thomas Hessel**, Senior Manpower Analyst, Requirements and Program and Budget Coordination Directorate, Office of the Under Secretary of Defense for Personnel Readiness

Human Capital (HC) Evaluations: What Are We Talking About?

Room H

Building a successful organization does not happen overnight. While strategic workforce and HC planning form the basis, focused assessment of results is the critical ingredient that allows managers to maximize human capital (HC) investments. This workshop explores the collaborative nature of the DoD HC evaluations and gives attendees the tools and "know-how" to assess their organizational HC results. Also you learn about the DoD Community of Practice. So, come join your colleagues in a dynamic discussion sure to leave you energized and positioned for success.

PRESENTERS:

Donna Brown, Chief, Accountability and Evaluation Division, DoD, Civilian Personnel Management Service

Janet Grubbs, Human Resource Specialist, Accountability and Evaluation Division, DoD, Civilian Personnel Management Service

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Leadership: Collaboration with Human Resources (HR) **Meeting Room 1**

There are several exciting initiatives and programs in the civilian leadership domain. Many of these impact the human resources (HR) community. Our HR strategists and practitioners should be conversant on the many ways in which the leadership and HR communities need to integrate, in order to achieve mission success. Come to this interactive session to discuss opportunities for collaboration with the leadership community.

PRESENTER: **David A. Rude**, Chief, Leader and Professional Development Division, DoD, Civilian Personnel Management Service

Lifting the Cone of Silence - The Benefits and Risks of Communicating Market Pay Data **Room A**

Secrecy and safeguarding intelligence sources and methods are not just a catch phrase, but a way of life at the super-secret National Security Agency (NSA). However, when it comes to sharing business intelligence, the NSA has taken the somewhat radical approach of regularly and openly sharing the results of its annual market pricing study with its workforce. This session examines the objectives and drivers of NSA's decision to regularly conduct its own internal market pricing study and to recognize the benefits of socializing the concept of pay competitiveness in order to educate a Federal workforce unfamiliar with external pay levels and market pay data. Come see where human intelligence meets business intelligence in the uncommon but innovative strategy of regularly releasing market pricing data to improve its pay system effectiveness and acceptance by the workforce.

PRESENTER: **Christopher Dobyms**, Deputy Manager, HR Strategies Office

Naval Medical Center Recruitment and Training **Room G**

PRESENTER: TBA

President's Hiring Reform Initiative **Room C**

This session will include an overview of the hiring reform initiative (where we are, how we got here) as well as what hiring reform entails and what that means to the agencies.

PRESENTER: **Pamela Galemore**, Hiring Policy Recruitment and Diversity Employee Services U.S. Office of Personnel Management

SES- Defense Talent Management **Meeting Room 4**

PRESENTER: TBA

Title 38 Workshop **Room N**

PRESENTER: TBA

3:45pm - 4:00pm **Networking Break**

4:00pm - 5:00pm **Concurrent Breakout Sessions**

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2010 DoD Worldwide Human Resources Conference

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Civilian Expeditionary Workforce-Rules of Engagement for HR Practitioners (Foreign Area Pay, Allowances, Benefits) Room A

PRESENTER: TBA

Compensation in Transition Meeting Room 4

This presentation will look at how compensation in the Federal sector and DoD is in transition. It will highlight changes in areas such as: NSPS, NSPS Transition Out, the General Schedule, Pay Retention, Non-foreign Area Retirement Equity Assurance Act, Pay Adjustments, Demonstration Projects, Title 38 Authorities under the OPM/DoD Delegation and Title 10 U.S.C.1599c.

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PRESENTER: Paula Shipe, Director, Human Resources Systems, NSPS Transition Office

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DoD In-sourcing Initiative **Room M**

In April 2009, Secretary of Defense Robert Gates announced an initiative to reduce reliance on contracted services, rebalance the workforce, and rebuild the Department's organic capabilities. This workshop will review the progress made on in-sourcing contracted services across the entire Department since that announcement and strategic Total Force management looking into the future.

PRESENTER: Thomas Hessel, Senior Manpower Analyst, Requirements and Program & Budget Coordination Directorate Office of the Under Secretary of Defense for Personnel Readiness

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PRESENTERS:

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Janet Grubbs, Human Resource Specialist, Accountability and Evaluation Division, Civilian Personnel Management Service

Impact on Position Classification

Room L

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PRESENTER: **Janice Cooper**, Chief, Classification Appeals Section, Classification and Pay Branch, Field Advisory Services, Civilian Personnel Management Service

Leadership: Collaboration with H.R.

Meeting Room 1

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Naval Medical Center Recruitment and Training

Room G

PRESENTER: TBA

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MODERATOR: **Susan Hager**, Panel Moderator, CPMS Policy and Strategy Support Cell, Functional Community Management Advisor

PANELISTS:

Alan J. Dean, Lead Action Officer NAVSEA People Team Initiative, Department of the Navy

Maggie Grace, Director of Force Development, HQ Air Force Materiel Command

Shawn Smith, Force Development Analyst, HQ Air Force Materiel Command

Anna Miller, Assistant G1, Civilian Personnel Employment Policy, HQ, Department of the Army

Stay Fit, Stay Smart, Stay Ready: DoD Wellness Program Initiative

Meeting Room 2

Today's lifestyle does not allow much room for health. Environments that promote increased food intake, unhealthy foods and lack of physical activity have become characteristic of American society and are affecting our workforce and the bottom line. Well-constructed and well-run workforce health promotion and wellness programs can improve employee health, morale and productivity and reduce employer costs. This session provides information about the Department's multi-pronged initiative to improve employee wellness. The panelists share their expertise on the Return on Investment (ROI) achieved in implementing wellness programs; getting leadership buy-in; and best practices and tips for implementing comprehensive effective health promotion and wellness programs. Fitness, attitude, and outlook have a direct bearing on how well we can accomplish the mission -- and on how well we can live our lives!

MODERATOR: **Pam Budda**, Work-Life Policy Program Manager, Policy and Strategy Support Cell, Civilian Personnel Management Service

PANELIST:

Doug Gindling, Labor and Employee Relations Program Manager, Headquarters, Human Resources Directorate, Defense Finance and Accounting Service

Dr. Andrew Kim, LTC, US Army Medical Corps, Deputy Surgeon, Defense Threat Reduction Agency, Office of the Surgeon

Nellie Washington, MSHCA, MPH, Defense Information Systems Agency Wellness Program Coordinator

DRAFT AGENDA
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Wednesday July 14th

7:00am - 8:30am	Breakfast	Ballroom First Floor
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8:30am - 10:00am	Plenary Session <u>Managing Change in Turbulent Times:</u> <u>How to Keep Your Employees Motivated and Heading</u> <u>In the Right Direction</u>	Prism Auditorium First Floor
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Gregory Smith, President Chart Your Course International

10:00am - 10:30am	Networking Break
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10:30am - 12:00pm	Plenary Session	Prism Auditorium First Floor
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National Security Personnel System (NSPS) - The Way Forward

An update on NSPS transition activities and discussion on the status of the Department's personnel reform initiatives.

John H. James, Jr., Director, National Security Personnel Transition Office

12:00pm - 1:30pm	Lunch	Ballroom First Floor
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1:30pm - 2:45pm	Plenary Session	Prism Auditorium First Floor
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Lost in Transition: Maximizing Employees Performance from Organizational Redesign Initiatives

While human resources primarily invests in change management to improve the outcome of redesigns, the most effective organizations focus on structuring organizations based on how work is performed by defining workflows and monitoring the success of redesigns based on employees' ability to successfully perform their work. This discussion outlines how to leverage redesign efforts to drive employee performance.

Dion Love, Research Director, Corporate Leadership Council

2:45pm - 3:00pm	Networking Break
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DRAFT AGENDA
2010 DoD Worldwide Human Resources Conference

Wednesday, July 14th

3:00pm - 4:00pm

Concurrent Breakout Sessions

Air Force Transition out of NSPS

Room B

This session will provide the progress of the Air Force transition to date with discussion on component unique factors.

PRESENTER: **Colleen Bonar**, National Security Personnel System Program Manager, HQ Air Force, Civilian Force Policy

Alternate Dispute Resolution (ADR) Plus HR Equals a Formula For Success

Room J

This session will highlight the critical role that HR professionals play in the dispute resolution process. As advisors to employees and managers, HR professionals have a wealth of knowledge and information that can serve to influence positive outcomes to workplace conflict. Irrespective of the forum, HR professionals have an opportunity for excellence with every dispute that come across their desks. Learn about the myriad ADR techniques and how the approach to conflict resolution has evolved over the years. From the Pony Express to the Lear Jet, you will see ADR as a sure bet!

PRESENTER: **Christopher Brown**, Chief, Investigations and Resolutions Division, DoD, Civilian Personnel Management Service

Classification Update and Innovations in Applicant Assessment Practices

Room D

This session will provide an update on both position classification and applicant assessment practices. OPM will discuss recently issued and upcoming classification standards and guidance. We will also talk about applicant assessment tools and an exciting initiative supporting the Federal Government's movement away from "KSA narratives."

PRESENTER: **Andrea Bright**, Manager of Classification and Assessment Policy, Office of Personnel Management

DoD Human Resources Professional Career Framework (HRPCF)

Room L

Do you know where your career in HR is going? Do you know how your current skills map to the new roles in DoD HR? Do you know the tools available in DoD to develop your HR career? This session helps answer these questions and includes a detailed review of the HRPCF website, the roles and competencies in HR, and the education opportunities to progress through your career. In addition, recent updates to the tool will be discussed. Come see the new course database available for career development and other enhancements to the tool.

PRESENTERS:

Janine Johnson, Senior Consultant, Center for Organizational Excellence

Johnny McLean, Chief, Field Advisory Services, Civilian Personnel Management Service

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DoD in the Forefront to Promote Opportunities for Veterans

Meeting Room 2

Announced in November 2009, President's Executive Order 13518 required the implementation of a government-wide Veterans Employment Initiative. The Department of Defense currently employs the highest number of Veterans in its civilian workforce. DoD has established a Veterans Employment Program Office and is showcasing a number of innovative programs and initiatives to meet the challenge to assist the men and women who have so honorably served our Nation. Join us to explore how we can successfully achieve the strategic goals and objectives essential to this vital Initiative.

MODERATOR: Carin M. Otero, Chief, CPMS Recruitment Assistance Division, Civilian Personnel Management Service

PANELIST:

David M. DuBois, DoD WWCTPO, Director of Operations, Wounded Warrior Care and Transition Policy Operation Warfighter Program

Karen S. Hannah, Branch Chief, Recruitment Assistance Division, DoD Hiring Heroes Program. Civilian Personnel Management Service

Foreign National Program Challenges and Opportunities

Room H

This presentation provides an overview of the current state of foreign national programs worldwide and includes a discussion on efforts to revise the DOD Instruction on the Employment of Foreign Nationals. Additionally, an overview of CPP's proposed internship program for international HR specialists in foreign national programs is provided. Special attention is paid to Office of Deputy Under Secretary of Defense (Civilian Personnel Policy) involvement in establishing a direct hire foreign national program in Afghanistan and negotiating a new labor cost sharing agreement with the Government of Japan.

RESENER: Ryan M. New Director, Foreign National Program, Office of the Deputy Under Secretary of Defense (Civilian Personnel Policy)

Labor Management and Employee Relations

Room M

This interactive session discusses significant labor management and employee relations issues impacting the Department for the foreseeable future. Highlighted in this presentation is a discussion of Executive Order 13522 that deals with the establishment of labor management forums and the use of pre-decisional involvement of unions on workplace matters in DoD and across the federal government.

PRESENTERS:

Tim Curry, Executive Director, Labor Management and Employee Relations, Office of Deputy Under Secretary of Defense (Civilian Personnel Policy)

Debra Buford, Deputy Director for Labor Management and Employee Relations, Office of Deputy Under Secretary of Defense (Civilian Personnel Policy)

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Lifting the Cone of Silence - The Benefits and Risks of Communicating Market Pay Data **Room A**

Secrecy and safeguarding intelligence sources and methods are not just a catch phrase, but a way of life at the super-secret National Security Agency (NSA). However, when it comes to sharing business intelligence, the NSA has taken the somewhat radical approach of regularly and openly sharing the results of its annual market pricing study with its workforce. This session examines the objectives and drivers of NSA's decision to regularly conduct its own internal market pricing study and to recognize the benefits of socializing the concept of pay competitiveness in order to educate a Federal workforce unfamiliar with external pay levels and market pay data. Come see where human intelligence meets business intelligence in the uncommon but innovative strategy of regularly releasing market pricing data to improve its pay system effectiveness and acceptance by the workforce.

PRESENTER: Christopher Dobyys, Deputy Manager, HR Strategies Office

Linking Workload, Resources, & Productivity: Opportunities Explored and Seized **Room K**

This session addresses the Department of Navy, Office of Civilian Human Resources' efforts to establish linkages among resources, workload and productivity and to integrate them into a resource model.

PRESENTER: Douglas Lundberg, Director, Office of Civilian Human Resources, Department of the Navy

Performance Management: Results Driven Performance Planning from Theory to Reality **Room F**

According to Corporate Leadership Council, "Clearly defining performance expectations can improve performance by 36%". What does it really take to achieve this kind of improvement? If you're in the market for a performance management program, get first-hand information before you embark on discovery, design, and implementation. Join leading-edge HR practitioners as they discuss their successes, failures, and practical recommendations for:

Using a performance based system that drives line of sight performance goals to achieve overall organizational objectives.

* Developing competency models to drive behaviors important to your organization.

* Effectively communicating change to your workforce.

* Utilizing employee surveys to measure success.

PRESENTERS:

Susan Simone, Vice President of Human Resources, Army & Air Force Exchange Service

Leigh Roop, Vice President of HR Policy, Labor and Compensation, Army & Air Force Exchange Service

President's Hiring Reform Initiative **Room C**

This session will include an overview of the hiring reform initiative (where we are, how we got here) as well as what hiring reform entails and what that means to the agencies.

PRESENTER: Pamela Galemore, Hiring Policy Recruitment and Diversity Employee Services U.S. Office of Personnel Management

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Priority Placement Program (PPP) Update

Meeting Room 1

In this session, Civilian Assistance/Reemployment Division (CARE) provides an update on its newest policy and automation initiatives to make the DoD Priority Placement Program (PPP) more efficient and effective. This session includes a live Automated Stopper and Referral System demonstration on plans to implement an automated simple matching process to eliminate unnecessary manual requisitions and an interactive world map that will facilitate counseling and registering employees in the PPP.

PRESENTERS:

Jeff Nelson, Chief, Civilian Assistance/Reemployment (CARE) Division, Civilian Personnel Management Service

Steve Wooley, Deputy Chief, CARE Division, Civilian Personnel Management Service

VTC PRESENTERS:

Jeff Cherry, Information Systems Division, Dayton, Ohio

Lane Coffee, Information System Division, Dayton, Ohio

Recognizing and Rewarding Performance - Where We Are - Where We Are Going

Room E

The Department's enterprise-wide performance management system and workforce incentive fund are in the early stages of development. During this interactive workshop, NSPS Transition Office leads, Ed Moe, and Janice Lander engage participants in a wide-ranging discussion to solicit ideas and recommendations for the new system.

PRESENTERS:

Janice Lander, NSPS Transition Office

Ed Moe, NSPS Transition Office

SES- Defense Talent Management

Meeting Room 4

PRESENTER: TBA

The Impact of the Human Resources Functions on the Labor-Management Relationship

Room G

With the signing of Executive Order 13522, "Creating Labor-Management Forums to Improve Delivery of Government Services", it's more important than ever that human resources practitioners have a basic understanding of labor relations and the impact labor relations will have on their work.

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3:00pm - 4:00 pm This session is for human resources specialists in staffing, classification, performance management or other HR functional specialties, who would like to gain a working knowledge of labor relations. Additionally, this session will provide participants with an in-depth understanding of the impact of the work they perform on the local labor-management relationship and the vital need for interaction and coordination with their labor relations specialist.

PRESENTERS:

Teresa Briley, Branch Chief, Labor and Employee Relations Division, Civilian Personnel Management Service

Darryl Roberts, Division Chief, Labor and employee Relations Division, Civilian Personnel Management Service

Title 38 Workshop

Room N

PRESENTER: TBA

4:00pm - 5:00pm **Component Breakout Sessions**

Air Force

Meeting Room 1

Army

Meeting Room 2

Navy

Meeting Room 3

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Thursday, July 15th

7:00am - 8:30am	Breakfast	Ballroom First Floor
8:30am - 10:00am	Plenary Session <i>Wounded Warrior Care & Transition Initiatives</i>	Prism Auditorium First Floor

MODERATOR:

Sharon Stewart, Acting Director, Civilian Personnel Management Service

PANELISTS:

Carin M. Otero, Chief, CPMS Recruitment Assistance Division,
Civilian Personnel Management Service

Jacqueline Garrick, Acting Deputy Under Secretary of Defense for
Wounded Warrior Care and Transition Policy (INVITED)

Amit Magdieli, Veterans' Employment & Training Service
U.S. Department of Labor (INVITED)

John U. Sepúlveda, Assistant Secretary for Human Resources and
Administration, Department of Veterans Affairs (INVITED)

Joseph Kennedy, U S Office of Personnel Management (INVITED)

10:00am - 10:15am **Networking Break**

10:15am - 12:00pm	Closing Plenary	Prism Auditorium First Floor
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Introduction

Sharon Stewart, *Acting Director, Civilian Personnel Management Service*

What's Next in HR?

John Berry, *Director, Office of Personnel Management* (INVITED)

Closing Remarks

Sharon Stewart, *Acting Director, Civilian Personnel Management Service*